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ABSTRACT

Designed as a hands-on guide for job development specialists, vocational rehabilitation professionals, and agency leaders and staff, this book provides an indepth analysis of the conversion process of Pioneer, a sheltered workshop in Syracuse, New York. The book moves from an examination of the historical roots of sheltered workshops in chapter 1 to an analysis in chapters 2-3 of one workshop's underlying assumptions, functions, and organizational changes. To present indepth examples of agency conversion and the related perspectives of those who experienced it, chapters 4-5 examine the process and outcomes of conversion as it occurred within Pioneer as described by workshop participants, agency staff, board representatives, family members, and community professionals. Chapters 6-8 present the reports of directors from three organizations that also had successful conversion efforts: Kaposia, New Horizons, and Avatrac. In chapter 9, the data gathered from each of the four agencies are synthesized and translated into specific strategies for pursuing organizational conversion to integrated employment. Chapter 10 provides recommendations for a national agenda aimed at revitalizing the supported employment movement and promoting full citizenship for all people with disabilities. Appendixes contain 138 references and an index. (YLB)

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